CONCORDIA UNIVERSITY

BOARD OF GOVERNORS

CONCORDIA EMPLOYEE BENEFITS COMMITTEE

Meeting of January 18th, 1979

Attendance: Mr. H. Hemens, Chairman, Mr. W.M. Reay, Mr. P. Wolf, Prof. C. Potter, Prof. C. Goldman, Prof. G. Martin, Mr. C. Waters, Miss M.D. Johnson, Mr. B. Morency of William M. Mercer Ltd.

Minutes of the December 7th 1978 Meeting

Prof. C. Goldman proposed that the minutes be approved as circulated. The Motion was seconded by Prof. Martin and unanimously carried.

Quebec Auto Insurance Benefits vis à vis University Benefits

The merits of integration of Long Term Disability Benefits with those paid by the Q.A.I.P. were discussed at some length.

Non integration of the Benefits was considered undesirable since the individuals disabled as a result of an automobile accident would stand to earn much more than their normal full salary during disability. The Committee agreed that this could provide a disincentive for a return to work.

Full integration with the LTD plan was considered to be unfair in view of the fact that the Auto Insurance is paid for in full by the individual with no contribution from the University resulting in a "loss" of benefits to the individual.

Mr. Wolf said that he would like to see 100% of salary being maintained in the case of disability caused by an automobile accident. In Mr. Morency's opinion, this arrangement would not change the premium rate charged by the underwriter.

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Prof. Goldman proposed that Long Term Disability Benefits paid in the event of disability caused by an automobile accident be such that, when combined with those of the Quebec Automobile Insurance Plan, they would equal 100% of the disabled individual's normal remuneration net of statutory deductions.

The Chairman reminded the members that both Canada Life and Mercers had recommended an 80% integration figure.

Prof. Goldman's proposal was seconded by Mr. Wolf and carried.

It was proposed by Prof. Martin that no integration of Survivor Income or Accidental Death and Dismemberment Benefits be made with the Quebec Automobile Insurance Plan.

Prof. Potter seconded the proposal and it was unanimously carried.

Short Term sick leave was discussed in conjunction with the Q.A.I.P. and it was generally agreed that it be treated in the same way as Long Term Disability i.e. that combined income from the University on the Q.A.I.P. not exceed 100% of normal pay. It was felt that this integration could be handled without too many administrative problems.

It was proposed by Prof. Martin that in the event of disability caused by an automobile accident the Short Term Sick Leave Benefits paid by the University be such that when combined with those of the Quebec Automobile Insurance Plan, they would equal 100% of the disabled individual's normal remuneration net of statutory and required Benefit Program deductions.

The motion was seconded by Mr. Reay and unanimously carried.

Dental Insurance

The report prepared by Mercers was discussed. Mr. Reay explained that a petition had been received asking that dental insurance be considered. The signatories of the petition were mainly from the data processing area of the University.

In view of the significant costs involved, it was suggested that a survey be made of the entire University Community to determine to what extent dental insurance is considered a priority by the University Community.

Mr. Hemens cautioned that such a survey would raise expectations and should not be undertaken unless there was a possibility of installing such a plan.

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The method by which benefits were funded was explained. In essence, the government approves the actual costs as reported by the various universities. It would appear that as long as Concordia's figures are in line with those of the rest of the University Community that no problem should arise. Prof. Martin remarked that no other University had dental insurance and that were it introduced the government could quite feasibly refuse to fund any of its cost.

Mr. Reay agreed to try to obtain the latest information available on Benefits costs. It was agreed that further consideration would be given once the figures were obtained.

Pension Fund Performance

Mr. Waters explained that the Wood Gundy report for June 30th, 1978 could not be prepared in time in view of the difficulties incurred with the University's change of custodians in April 1978. He added that the December 31st, 1978 report would be available by the end of March.

Mr. Hemens commented that a major review of McLean Budden's performance should wait until all pertinent documentation had been received.

Financial Statements for Plan participants

Prof. Potter remarked that participants should be given a financial statement of the condition of the fund. It was explained that such a statement had been considered before but that it would be very difficult to word in view of the complexities of a defined benefit pension plan. It was agreed that a further effort would be made in this direction.

The meeting terminated at 2:15 p.m.